

Welcome

Welcome to the UT Tyler and to HRD 5343 Foundations of Human Resource Development. I am your instructor, Paul Roberts; and I look forward to meeting with you in our virtual classroom. This course provides an overview of human resource development to include training, organizational development, career development and performance management techniques.

I have developed this course in a modular format to assist you in organizing your time and efforts. Each module will describe a particular aspect of Human Resource Development and will provide resources for further investigation. Each module will specify reading, writing, and discussion requirements. Read through each section carefully and if you have any questions, make a note of them and we will address them in our Discussions area. Please refer back to the information contained in this syllabus anytime you have a question regarding the basic course information.

The most important document for your success in this class is the Course Calendar below, it includes all assignments and due dates for this course.

Introduction

Is this your first time taking a Web-based online course? If so, you will find it dramatically different from your previous classes. There is no face-to-face contact with your instructor and fellow participants. You may feel that you are working alone. You may feel confused and anxious because you can't ask questions and receive immediate feedback. Relax! You are not alone, and any anxiety you feel will go away as you become familiar with this environment. You may even begin to prefer this environment because of the flexibility that it affords you in managing both your time and the learning materials.

I want to stress to both the experienced and inexperienced online course participants that the key to successful completion of this online course, or any online course, is organization. This syllabus outlines in detail my expectations of you as a participant, including required textbooks, grading policies, assignments, projects, and a schedule of readings and assignment/project due dates. This course is NOT a self-paced course. Deadlines exist because the course is offered within the UT Tyler course schedule and so that you can complete the course successfully in a timely manner.

As mentioned in the Getting Started section, the course has been designed in modules to assist you in organizing your efforts. Each instructional module requires your participation, you may have to read an assigned text, respond to discussion questions, prepare assignments, and perform other tasks such as supplemental readings and/or review of web sites in the subject area.

Your Instructor



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Course Description

HRD 5343 Foundations of Human Resource Development

Course Description:

Study of the set of systematic and planned activities designed by an organization to provide its employees with the necessary skills to meet current and future job demands: learning and human resource development, needs assessments, task analysis, designing and implementing training programs, evaluating training programs, career development, and organizational development.

Course Objectives

At the end of this course, participants will be able to:

1. Describe different definitions of HRD, the historical evolution of HRD, roles and competencies, and trends influencing the profession and practice of HRD;
2. Discuss and explain in writing the theoretical foundations of the discipline of human resource development.
3. Critically reflect upon various theories, models, and research and develop a personal perspective about the relevance, appropriateness, and potential of human resource development theory and practice in contemporary organizations and institutions.
4. Examine organizations and the HRD function from individual, group, and organizational perspectives.
5. Discuss and describe core concepts related to training, career, and organization development.
6. Experience group dynamics through collaborative learning projects, group discussion, and posting activities.
7. Further develop research, writing, critical thinking, and referencing skills as well as model many effective HRD skills and competencies.

Course Calendar

Module	Dates Open	Due Dates for Each Assignment Type		
		Module Topics	Reading Assignment	Project/ Quizzes
1	Jan 16 -Feb 1	Introduction	Course Syllabus	Syllabus Quiz – Jan 26 Student Intro’s in Discussion Board- Jan 29
2	Jan 9-Feb 21	What is HRD?	Textbook Ch. 1-3	HRD Definition Paper - Feb 29
3	Jan 16-Feb 8	Theory of HRD	Textbook Ch. 4-6	Quiz #1 - Feb 9 - 12
4	Feb 3-21	Perspectives of HRD	Textbook Ch. 7-10	Quiz #2 - Feb 23 - 27
5	Feb 10-Mar 17	Training and Development	Textbook Ch. 11-13	Quiz #3 - Mar 6 - 10
	Mar 11- 15	Spring Break: I will have somewhat limited available this week		AHRD Podcast Paper - Mar 25
6	Feb 17 – Mar 22	Organizational Development	Textbook Ch. 14-16	Quiz #4 - Mar 22 - 26
7	Mar 1 – Apr 12	Advancing HRD	Textbook Ch. 17-19	Quiz #5 - Apr 12 - 16
8	Mar 14 – Apr 29	Diversity, Equity, and Inclusion	In Canvas	Discussion board Answer - Apr 8 Student comments - April 15 Moderator replies - April 22
9	Mar 18 – May 3	Future of HRD	Textbook Ch. 20-23	AI Paper – April 26

NOTE: All Quizzes will open at 8:00AM on the first scheduled day and close at 10:00PM on the final scheduled day.

Other dates: Census date January 29

Last day to withdraw March 25

Grades and Grading

The work you will perform for this course is weighted as follows:

Syllabus Quiz	Required but not part of grade
HRD Definition paper	20%
AHRD Masterclass Podcast Paper	20%
5 Quizzes (@ 7 percent each)	35%
Discussion Board - DEI	10%
AI paper	15%

There will be a 10% per day penalty for all late work. Grades will be based upon the following scale:

- A 90 - 100
- B 80 - 89
- C 70 - 79
- D 60 - 69
- F < - 59

Assignments

Syllabus Quiz

Syllabus quiz is a required component of this course, but the grade is NOT calculated as a part of the final grade.

HRD Personal Definition (this information is in the Assignment area)

AHRD Masterclass Podcast Paper (this information is in the Assignment area)

Quizzes

There will be six quizzes in this class. The quizzes will be taken in Canvas. See the course calendar for a list of the scheduled days. All Quizzes will open at 8:00AM on the first scheduled day and close at 10:00PM on the final scheduled day. Each quiz is timed and the clock starts when you begin the quiz and does **NOT** stop! If you save the quiz and get out of Canvas, the clock does **NOT** stop! If your computer crashes, the clock does **NOT** stop. You may take it at any time during the period that the quiz is open, for example if it is a 30 question one-hour quiz, you could take it Sunday night from 8:00PM till 9:00PM. You CANNOT start it at 8:00PM and get out of it at 8:15PM with the intention of coming back on Monday to use your other 45 minutes, your time will still be up at 9:00PM.

Discussion Board posts (this information is in the Assignment area)

Artificial Intelligence (AI) Paper

See the full description of this assignment in Canvas

Academic Dishonesty Statement

Academic dishonesty, such as unauthorized collusion, plagiarism and cheating, as outlined in the Handbook of Operating Procedures, University of Texas at Tyler, will not be tolerated. University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor. For more information, go to:

<http://www.uttyler.edu/judicialaffairs/scholasticdishonesty.php>

UT Tyler Honor Code:

I embrace honor and integrity. Therefore, I choose not to lie, cheat, or steal, nor to accept the actions of those who do.

34 Second video: [Click here to watch](#)

Completion Time

You should expect to spend as much time on an online course as you do in a face-to-face course. As a rough guide, you should plan to spend six to ten hours per week on this course. The actual amount of time will vary from individual to individual. This estimate includes the time you spend in reading, discussions, and assignments.

You will have access to all course materials from the start of the course to the end. You may look and study ahead, or go back and review, at any time during the course. All assignments have set due dates. Due dates are as of midnight central standard time on that date.

Textbook

The textbook required for this course:

Swanson, R. A., (2022). *Foundations of Human Resource Development* (3rd ed.) San Francisco, CA: Berrett-Koehler Publishers, Inc.

Course Evaluation

An end of semester evaluation specifically for this course will be made available for you to complete in the last week of instruction. This evaluation will be reported anonymously. Your comments and recommendations will be considered seriously as the course is updated. Your input throughout the semester contributes to my commitment to continually improve the quality and relevance of this course.

Other Information

By nature, I'm always experimenting with new technologies and techniques for presenting information. Your input and assistance will greatly help me make this a valuable experience, please feel free to give your input, realizing that I cannot and will not implement all recommendations.

University Policies

Please see the "Student Resources" and "University Policies and Information" pages in Canvas.

Getting Started

Please refer back to the information contained in this syllabus anytime you have a question regarding the basic course information. Please review the "Course Calendar" and watch the "Course Calendar Explained" video, then take the "Syllabus Quiz". After completing the "Getting Started" items, you may begin this course by choosing "Module 1" from the course Home page.